



CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May 1985
#52



Quizzed on TDU, Right to Vote

Why Presser Took the Fifth

On Tuesday, April 23 IBT President Jackie Presser walked into the Chicago courtroom being used by the President's Commission on Organized Crime for hearings on labor-management racketeering and proceeded to take the fifth amendment some fifteen times. Presser answered the first question (his name), but consulted his attorney before answering the second one (his occupation). That was the last question he answered.

TDU and the Right to Vote

The first questions directed at Presser were related to TDU and his creation and use of the organized goon squad in 1983 known as "Blast." Earlier testimony by Commission investigator Brian Hitt brought out the reasons for TDU's growth and Presser's reaction to the call for democracy in the union. Hitt testified that during a Joint Council 41 Executive Board meeting Presser commended participants in an attempt to disrupt the 1983 TDU Convention in Romulus, Michigan. A Romulus police officer also testified about the Blast goon squad actions.

At that meeting Presser stated that "I know all about that Blast program..."

\$755,474.29 for This?



I was pleased that there are Teamsters that want to stop all that crap...We should be doing more of that...I'm not going to let up on these people..."

When asked about that statement Presser took the fifth, and also took the

fifth on all other questions relating to TDU and a question on the granting of the right to vote for Teamster President.

Presser wasn't the only one to take the fifth, Wendell Quillen, Secretary

Treasurer of Dayton Local 957 nervously took the fifth when questioned about his role in violence against members, particularly the 1983 attempted disruption of the TDU Convention.

In contrast to this silence, TDU Organizer Ken Paff spoke earlier in the day on the Today Show about these events, and an NBC film of the Blast squad was aired. Presser and other top Teamster officers refused to appear on the show.

An Envelope of Money

Presser also took the fifth when asked about racketeering and payoffs, especially if he had received an envelope of cash from Robert Rispo, former manager of several labor leasing outfits for the Eugene Boffa family. Rispo, dressed in a black hood to protect his new identity, testified earlier that he had delivered cash to Presser in a Columbus hotel. Rispo's testimony has already helped convict Boffa.

Rispo testified in detail how the labor-leasing scam works, explaining that it could not work without the full

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IBT Delays NMFA Vote Count

Jackie Presser and the International Union have delayed the deadline for ballots on the proposed National Master Freight Agreement by a week, with ballots now due May 15 and the count to follow. While the International is claiming this is to allow more Teamsters to vote, thousands of dues paying members who work as casuals in the freight industry are being denied the right to vote. Many of them, however, are not taking it without a fight, especially since the contract proposal contains a \$2.80 wage cut for them.

After receiving many angry calls from members, TDU investigated the situation and surveyed a number of major locals regarding how many members are eligible to vote, and how many casuals are being denied the right to vote. The

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Gives Himself 47% Raise

Presser Brings in \$755,474

On April 26 TDU released information on Jackie Presser's salary and expenses for 1984, revealing that he broke his own world record by reaching \$755,474 in salary and expenses, from four separate Teamster salaries. In 1983 Presser bagged \$512,386, which means he gave himself 47% more this year.

The raise he signed for the new NMFA is 19c, or about 1.4%. A comparable raise of 47% for a Teamster under the NMFA would be a boost of some \$6.40 per hour.

The bloated Presser income includes \$180,201 for legal fees and expenses, paid to his attorney John Climaco of Cleveland. Climaco represents Presser in matters such as the recent President's Commission on Organized Crime hearings, and the potential indictment for paying relatives and crime figures salaries for doing no work.

Presser's good friend Harold Friedman, who became International VP when Presser was appointed presi-

dent, bagged \$526,821 in salaries and expenses, making him the second highest paid union official in the world. He too faces a potential indictment in the ghost employee case.

Many newspapers and magazines picked up TDU's report on Presser's big increase, and when they called Teamster headquarters, got no comment. TDU is currently conducting a major study which will be published soon on the salaries of a number of top Teamster officials. TDU will also soon be making available to interested TDU members the 1984 LM-2 financial reports on local unions.

Presser's 1984 Salary

International	\$453,128.29
Ohio Conference	18,130.00
Joint Council 41	59,936.00
Local 507	224,280.00
TOTAL*	\$755,474.29

*Note: Total includes salaries and expenses, including \$180,201 in legal fees.

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From the Members

Hall's Story Has Helped Out

We wish to thank you for the article about Hall's in Charleston, West Virginia. Since then, Local 175 has given employees at Hall's the representation they have been seeking. Hall's has brought in their labor representative and most of our problems have been resolved. Thank you!

**Concerned Hall's Employees
Charleston, West Virginia**

Minimal Gains, Many Giveaways

The following letter was sent to Jackie Presser regarding the freight contract.

In reviewing the negotiated proposals to the National Master Freight Agreement, I felt compelled to write offering my congratulations, to you and the union negotiators, upon your very successful and skillful handling of the negotiations. Successful and skillful, that is, if you consider sitting back and doing nothing but agreeing to proposals as dictated by Trucking Management, Inc., Regional Carriers, Inc., and Motor Carrier Labor advisory Council.

The gains are minimal and the concessions are many.

If you feel so strong on the two-tier system why didn't you, other international officers and local officers apply the same reductions in your wages, when you took over your new offices? Why isn't there a proposal to apply the same entry schedule to the new hires' union dues? I find this proposal to be totally unacceptable!

With regards to Health and Welfare Benefits, you propose that an employee, on lay-off, who only works one day in a week and he wants to retain Plan C6 benefits, be required to pay \$36.20. Not only is he penalized by being laid off, now you want to strangle him completely, by making him contribute to have Level C6 coverage on insurance. Pension contributions on a day rate as opposed to the weekly contributions? It boils down to one simple fact: the union employee is the puppet that is being manipulated and blamed by management for the ills of the company.

Where is language to stop the double breasting activities by many of the carriers?

What was the reason behind publishing the pension figures with the proposals? The only thing negotiated in the contract is the contribution, and it is minimal. Could it be that you were in hopes that the older members would see the figures and vote for ratification? The figures we are looking at are not at the level they could or should today. These are figures that could have been paid out years ago.

To summarize, I believe that a rank and file member should vote for ratification of these proposals. If

he/she has no concern for their job, seniority, wages or benefits. However, in talking with drivers from many different carriers, I sense a unity against the proposals and see them being rejected on about a 13 to 1 vote. If such is the case and you return to the bargaining table, I pray that you will be successful in negotiating proposals that are in the best interest of both the employer and employees. This one does nothing but hurt the union employee.

Mr. Presser, there has been a great deal of concern over the decline in membership. I know, as do you, that many of the non-union carriers today employ former union members. Why aren't they organizing? Could it be they feel that the union, in its present state, has nothing or very little to offer them? If we look at the losses in the last four contracts and current proposals, it could be they are right.

I wish to thank you for taking the time to read this letter and to wish you well, should you decide to work to restore some credibility to the office of General President.

**David B. Peery
Local 364
South Bend, Indiana**

Ed. Note: Brother Peery included the following note to CD with the above letter:

Thank you for your attention to this and do keep up the good work. I recently joined the TDU Chapter here in South Bend. It was because of the garbage that we have been getting from the union that made me decide to join.

If You Don't Vote, Don't...

Being a philosopher, I faithfully abide by the rule that if you don't vote, don't bitch. Therefore, I am overwhelmed with astonishment at the number of people who believe their vote doesn't count, or who use this as an excuse for not voting.

I am glad to report that in Rock Island Local 371 there were enough people to prove this myth a falsehood during our election this past fall. In that election Local 371 members illustrated their dissatisfaction by voting all but two individuals out of their positions as business agents and officers.

Still, I was amazed by the pessimistic attitude of many members, a normal reply being, "Big deal, the International is so crooked it doesn't matter who is in office locally because their hands are tied." Wrong again!

The new officers, Charles Kelly, Danny West, Bill Harmon, S. "Red" Sansom, Steve Connors and Dave Timberlake, are determined to earn their wages by serving the rank and file to the best of their ability. Bill Harmon, the new freight BA, has been leaving companies like Roadway speechless because they have to abide by the contract now. This means they have no time to speak, they are too busy reading the contract to see what it

says!

But many Local 371 members are also speechless due to the fact that in the short time since the election they have seen more representation than they have seen in the past several years. So remember, if you don't vote, don't bitch, and if you do vote it can really make a difference. Also, when you get what you wanted don't forget to say, "Thanks, we appreciate your effort."

**Dave Bruske
Local 371
Rock Island, Illinois**

Was George Anti-American?

It wasn't just another night for George, Tom and Ben. Sure, they were having a beer at their favorite place after work, but that night, they set guidelines for better representation. Their current representation was poor and not even elected by them. Supportive groups sprang up all over the land, and the ranks swelled tremendously for the cause.

TDU members have been called anti-Americans. But can you imagine anyone calling George, Tom and Ben this just because they wanted to elect their officials? Ridicule and threats didn't stop them, for they fashioned a brilliant and workable outline of democracy. Yes, George Washington, Thomas Jefferson, and Ben Franklin were no longer called radicals. They were called the founding fathers of our country. And now, you know the rest of the story.

**John Bruneau
Local 79
Tampa, Florida**

West Coast Office

For members in the western states, our San Jose, California office is available to serve you. To contact the west coast office call: (408) 971-1035; or write: TDU, PO Box 8548, San Jose, CA 95155.

TDU Steering Committee

Co-Chairs:

Doug Allan, #208
Mike Belzer, #705
Pete Camarata, #299
Cliff Coonley, #600

Organizer:

Ken Paff, #407

Trustees:

Mike Friedman, #407
Konstantine Petros, #20
Maralee Smith, #142

Members:

Emil Abate, #853
Barbara Boriotti, #804
John Braxton, #623
Manuel Diaz, #679
Brian Elliott, #966
Linda Gregg #435
Jim Wardell, #710
Alternates:
Kyle Ray, #413
Sam Fenn, #63
John O'Brien, #445

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1984 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

Hearings Conducted to Promote BMCS Transfer to NHTSA

TDUer Testifies on BMCS

On April 18, TDU member David Gaibis testified before two House of Representatives Subcommittees about the failure of the Bureau of Motor Carrier Safety to adequately enforce the safety regulations that are supposed to protect drivers and the motoring public, and about the Federal Highway Administration's (FHA) sabotage of a lawsuit he filed, in which he and another Werner Continental driver had argued that dispatching drivers under threat of discipline and forcing drivers to babysit the phone was a blatant violation of the DOT regulations.

Gaibis' testimony was part of hearings held to promote the transfer of the BMCS from the Federal Highway Administration to the National Highway Traffic Safety Administration (NHTSA). NHTSA's present responsibility is to create and enforce safety

regulations concerning the development, design and manufacture of both cars and trucks.

Babysitting the Phone

Gaibis explained the history of his lawsuit at the hearing, in which a federal judge had found that Gaibis, who had been discharged for refusing to babysit the phone, be put back to work. The judge found that "the evidence is overwhelming that the unpredictable phone dispatch system used by Werner inevitably results in the dispatch of fatigued drivers."

Werner appealed this ruling and the Federal Appeals Court overturned it, not on the merits but based on a decision by a Federal Highway Administration official that neither of Werner's policies violated DOT regulations.

Gaibis also gave evidence of the

failure of the BMCS to enforce their own regulations. Gaibis and co-workers at Werner had written to the BMCS for many years about the company's policy of issuing warning letters to drivers who were not at home to receive dispatch.

The BMCS always responded by citing the on-duty section of the statute and their interpretation that drivers required to be in readiness for work were on duty. However the Bureau failed to follow up and refused to issue a citation against the company or even to thoroughly investigate the driver's claims.

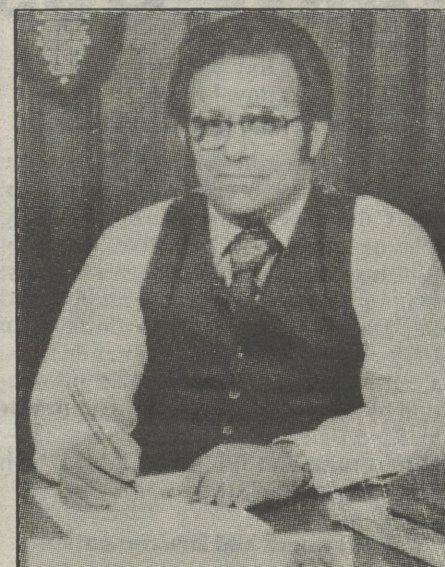
The bulk of the testimony at the hearing was highly critical of the BMCS's performance and was in favor of moving the agency to NHTSA. A former BMCS inspector testified that the FHA considers "motor carrier safety only an insignificant responsibility which has been consistently ignored."

Only 94 Inspectors

He pointed out that the number of BMCS inspectors has decreased to a current low of 94 nationwide, and that while much of the safety enforcement is supposed to be transferred to the states, "the motor carrier assistance program is recognized as floundering. Of the states being recruited by the Federal Highway Administration, many have not even enacted the necessary legislation, yet they are being funded by the agency."

The IBT also testified through statements by R.V. Durham, IBT Safety and Health Director, which support the move of BMCS to NHTSA under the theory that it would enhance the visibility of the department and help to coordinate rule making between the BMCS and NHTSA.

At this time it is likely, though not certain, that a bill will be reintroduced in the House proposing the change of BMCS from the FHA to the NHTSA. Drivers are urged to call or write their representative in support of the change.



Dave Gaibis

Member Wins Full Pension Benefits

Are you receiving the proper amount of pension benefits that you are entitled to? If you are not, demand to know why. Mr. Marion Koons of Kansas City Local 41 did and it paid off.

When Mr. Koons retired he expected to receive \$412.50 per month in benefits from the Central States Pension Fund. Instead he got only \$161 per month. The Fund's explanation was that he did not have enough hours to qualify for the higher benefits. An investigation uncovered that he actually did have enough hours, but that his last employer, McCarty Trucklines of Kansas City had failed to make proper contributions to the fund for over a year.

The company had been able to get away with this by negotiating a contract with Local 41 that allowed a lower classification of employees for whom lower contributions were paid into the pension fund.

Mr. Koons and his wife contacted the Central States Fund, Local 41 and the Department of Labor trying to straighten out the problem but their complaints fell on deaf ears.

Finally, the Fund admitted that Mr. Koons was really entitled to the higher benefits because the contract between Local 41 and McCarty was substandard. The Fund is now attempting to get McCarty to make the correct amount of contributions.

Best of all, Mr. Koons will now receive a check in the amount of \$5,769 for the money he has lost, and will receive the proper amount of \$412.50 from now on.

"We've tried for over two years to find an attorney who would take this case," Mrs. Koons told *Convoy-Dispatch*. "Countless letters and phone calls to the Central States Fund were to no avail. Within a little more than a month after TDU got involved our pension benefits were increased to the proper level and paid retroactively. We want to spread the word that TDU is in there fighting for our rights and benefits and needs our support."

Legal Briefs

Security Firm Charged in Disruption of Strike.

For perhaps the first time in U.S. or Canadian history, a security firm that infiltrated a union and disrupted a strike has been legally penalized. The Ontario Labor Relations Board required a Canadian security firm called Securicor to pay half of five weeks wages to 383 striking steelworkers. The board found that a security firm employee posing as a union member gave inside information to the company that prolonged the strike by five weeks.

Court Rules IBT Must Pay Legal Fees in Bauman v. Presser.

Following the *Bauman v. Presser* legal case regarding the membership's right to a fair contract vote, Jackie Presser stated boldly in the *Teamster* magazine that he would both appeal the case and, "When we win the appeal, we will recover from TDU that \$100,000 plus the \$80,000 in legal costs."

Well, in January a U.S. Court of Appeals dismissed the appeal, and now on April 26 a district court has awarded legal fees of some \$22,000 to the attorneys who represented the UPS members. The judge, in awarding the fees, noted that our attorneys are "highly qualified" and have "superb credentials." He also noted that the case rendered a "substantial service to the union and to all of its members" and that the officers would be unlikely to resort to such tricks again because of the case.

The legal fees rendered will not go to the members or TDU, but to the law firm that aided the case, Public Citizen Litigation Group. What about the hot air in the *Teamster* magazine? Don't hold your breath waiting for a retraction.

Colyer Confirmed as NLRB General Counsel.

Rosemary Colyer has finally been confirmed as National Labor Relations Board General Counsel. Colyer's nomination was opposed by the AFL-CIO both because of her lack of experience with labor law and the pro-management bias that she demonstrated as chair of the Federal Mine Safety and Health Review Commission. The General Counsel is one of the most important positions within the NLRB because it is the office which decides whether unfair labor practice cases will be heard.

Plant Closing Legislation Would Give Workers Notice Rights.

Under the terms of a bill introduced March 20, employers will be required to give ninety days notice of impending plant closings and to consult with unions on possible alternatives if fifteen or more employees would be permanently laid off. In the five years between 1979 and 1984, over 11 million U.S. workers were displaced from jobs. The bill has bi-partisan support, and is a compromise measure which they hope will go further than similar bills introduced in the past.

Washington Office

This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street, N.W., Room 612
Washington, D.C. 20036
(202) 785-3707

"Work-to-Rule" Works Great at Yellow Freight Breakbulk

Unity Ousts Terminal Manager

by Ray Sanchez
Yellow Freight
Local 63, Barstow, California

Yellow Freight employees at the giant Barstow breakbulk terminal in the California desert racked up a big win on April 9. Over five years of fighting to defend themselves against management intimidation finally paid off. Dave McCoy, sent to Barstow in 1979 as area breakbulk manager to be a "troubleshooter" and raise production by "any means necessary" finally learned that he is no match for a truly united rank and file and a local which is willing to back them.

Harassment and Discrimination

McCoy's tactics of trying to harass and intimidate employees into working at breakneck speed were successful at first. A lot of senior employees were fired or harassed into quitting. There was so much race and sex discrimination going on that in five years 25 different suits were filed against

McCoy and Yellow, and this was just the tip of the iceberg. Morale went out the window as everyone wondered who would be next to go.

To make matters worse, McCoy refused to hire from the Barstow area, which has a large number of blacks and latinos. Instead, he went to the surrounding white communities for new hires, many of whom were friends and relatives of new management.

By early 1984, it really appeared that the workers were on the run. At that point, Yellow announced a change of operations to bring the total number of workers at Barstow up to nearly 1,000, making it one of the largest terminals in the country. Everyone feared that the new workers coming on to the seniority list from other areas would give the company one more way to divide and conquer us.

Meanwhile, Dave McCoy brought in an ex-Roadway manager, Kevin Keller, in mid-1984. Keller's job seemed to be to try and tighten the screws even more.

The change of operations was a turning point, but not in the way that we had feared. The people who came in from Phoenix, Denver, and other areas were experienced, long-time union members. They knew how to stick together. They got together with those of us who had survived four years of Dave McCoy and we began to fight back. Help also began to come from another quarter, as Local 63 woke up to the problems at Barstow, which is nearly 100 miles from the union office, and began to give support.

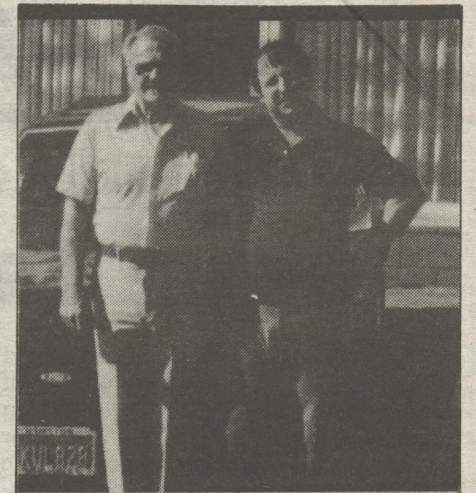
Doing Perfect Jobs

By early 1985, we were fed up and had to take a stand. As one steward put it, "For the first time we hung together. It's not like we pulled a slow-down, we just all did our jobs to perfection."

Dockworkers checked every bill two or three times, just to make sure that we had it right. Of course, sometimes that takes a long time, and the daily average of bills worked by one person quickly dropped from three or four down to two.

The line drivers backed us up. They took all of their breaks, never went over the speed limit, made sure they checked their brakes twice as carefully. Even the mechanics made sure that every engine was shined up before they closed the hood on a tractor. We may not have worked real fast, but we sure did a good job.

Finally, on April 9, Yellow decided that there had to be a better way to solve their problems at Barstow. They fired both McCoy and Keller, and the new guy, who was brought in from Phoenix, has made it clear that he



We Voted No

Roadway drivers Bob Wilmarth and John Cetinski after the Local 63 meeting in Barstow, California, where they made a motion to send a letter to all Local 63 members opposing the freight sellout. They were disappointed when the local refused to allow the motion, but nevertheless felt pleased that their local leadership chose to recommend a no vote on the contract.

They voted no but thousands of casuals haven't gotten the opportunity to cast their ballots at all—they were denied the right to vote by Presser. For more information see story on pages one and five.

wants to be reasonable.

Now the bill count is back up. If someone wants to stop and talk on the dock for a minute, no one jumps in his face, as long as the work is getting done. There are a few supervisors who are not yet on the bandwagon, but they're being worked on now, and they'll come around.

This new found unity has come just in time to be applied to the new contract. Not only are 90% of the Barstow Yellow workers against it, but so is Local 63.

Freight Lines

Crime Doesn't Pay for Ryder/PIE.

Ryder/PIE Nationwide was sentenced to 19 months probation and fined \$20,000 in federal court for violations of the Elkins Act involving duplicate payments from customers. Ryder/PIE Nationwide also settled the charges by agreeing to pay \$1 million in civil forfeiture penalties and making restitution to customers totalling \$4 million.

The settlement stemmed from charges that Ryder Truck Lines had knowingly granted and solicited, accepted and received duplicate payments for transportation services between February 1979 and July 1983.

Even after the government had caught Ryder/PIE's hand in the cookie jar, company executives made statements to the press denying that they had been guilty of any wrongdoing. The prosecuting US Attorney, Robert Merkle, took issue with the company's claim of innocence, saying that it was inconsistent with their guilty plea. The judge at the trial made Ryder/PIE Executive Vice President Hugh Randall plead guilty to the charges of criminal misconduct once again, and admit that it had pleaded guilty freely and voluntarily.

Want to Use Non-Union Labor? Just Call Roadway Express.

After months of crying about being able to "compete" with non-union "competition", Roadway Express is giving their customers and their "competition" a helping hand.

In an interoffice memo dated February 22, 1985 the following instructions were given to management: "If there are calls from your customers that want to do business with another subsidiary (non-union), I would like the policy to be to give the customer the phone number of the subsidiary and let the customer call direct." Listed below that are the numbers for Roberts Express, Nationwide, Spartan Express, and the new Roadway Package service.

Funny how the boys in Akron are so cooperative with the competition. But after all, it all goes into the same pocket. Doesn't it?

Yellow Employees Beware—Somebody's Watching You.

In a recent article in Commercial Carrier Journal Albert Jones, former FBI agent and now security director for Yellow Freight, proudly listed equipment used in surveillance of employees. The list includes, but is not limited to, highly modified campers and rental cars for surveillance, zoom lenses, night scopes, IBM personal computers and tape recorders.

Just what is this James Bond type equipment being used for? Well, Mr. Jones went on to explain that theft had been cut by 33% and through their spying efforts, 24 Yellow employees were fired for drug use and 76 for "dishonesty". A \$5,000 reward has been offered to employees who give information leading to the arrest of someone who steals "time or cargo". Mr. Jones also said that all information on employee job applications should be thoroughly checked out, including investigations into the individual's character, integrity, honesty, and reliability.

Isn't it great to work for a company that is so committed to watching over you? In fact, now every Yellow employee has their very own Big Brother.

Portland, Oregon ANR/Garrett

Unity Stops Slide in Working Conditions

by Tim Sprick
ANR/Garrett

Local 81, Portland, Oregon

The employees at ANR's breakbulk terminal in Portland, Oregon are united, and the company knows it. In the past year we have banded together into a very solid, unified group to challenge the new practices and policies set forth by management.

Two years ago, we got Ron Gilden as our new terminal manager, and he was determined to "whip us into shape." Working conditions and the morale of the men began to decline. We decided that it was to take matters into our own hands. With very little support or recognition from our own union, a group of us began to attend every union meeting. Once a week we began holding a meeting to discuss working conditions and grievances on our own. The results have been very positive.

The company knows that there is a watchdog group, as does our local. As a result, the Teamsters have won many grievances, including a discharge, that they might have lost before.

Another positive result is that even top-level management has begun listening to us and acting more positively. The president of the Garrett Division recently visited Portland and, as a direct result of all of the members meeting with him, Gilden has been ordered to be more cooperative. Of course, we realize that this will only last as long as we are strong.

Lately, we have learned more about TDU. All of us at ANR/Portland are very concerned about the sellout freight contract. The accurate and up to date information provided by TDU has been instrumental at our weekly meetings to develop an informed and responsible vote on the NMFA. A recent meeting with TDU west coast organizer Mike Johnston gave us lots of encouragement and new ideas about how we can help build the national movement in the Teamsters Union.

Our group at ANR/Portland has made a difference, and you can, too! United we can stick together. Both nationally and locally, if we are organized we can be strong enough to fight unreasonable policies and win!

Casuals Demand Right to Vote

IBT Delays Count

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estimated number of dues paying casuals is around 30,000. Many of these are long-time Teamsters working out of hiring halls or aff lists at individual companies. A significant number of them worked for Interstate, Branch, and other bankrupt carriers.

Counting on Fear

Despite a two-tier wage structure, several considerations and the failure to address the issue of job security, Presser is counting on the \$1.19 raise and membership fear to sell the contract. He wasn't taking any chances on a substantial no vote from the casuals, and in March issued a Titan message denying them the right to vote on the contract, a contract that hurts them more than any other Teamsters affected.

After surveying the locals, TDU has taken quick action to try and remedy the situation. Members from Baltimore, San Francisco and Akron have

Presser Wants Ivey

Denver Teamsters to Vote Again

In an unprecedented move, Jackie Presser has overruled the members of Denver Local 435 and the officers of Joint Council 3 by ordering an election rerun for local officers. Last December, Linda Gregg defeated Presser loyalist Jim Ivey in a bid for the local's top spot of Secretary-Treasurer.

Joint Council 3 conducted two days of exhaustive hearings in January and upheld the election results. Ivey had lost by the rules that he himself imposed for the election, but Presser overruled the Joint Council.

In a statement distributed to Local 435 members, Gregg and her three running mates for trustee positions said, "It would be possible to block this unfair election rerun through legal avenues...but the legal fees would

consulted with attorney Arthur Fox asking that the IBT reverse its stand on the denial of voting rights to casuals. There is a possibility of legal action.

What About the Vote Count?

Unlike past ratifications, it seems as though the balloting will be under majority rule, rather than 2/3s. In the past the International Union noted in the balloting materials that the vote was under the 2/3s rule, and that the ballot was actually a strike authorization vote.

The vote count is to be overseen by Carl Rolnick, retired Department of Labor employee. The IBT paid Mr. Rolnick \$75 per hour for all time worked during the UPS vote count last year. Mr. Rolnick also supervised the vote count on the NMFA in 1982, and the vote on the relief rider in 1983. We don't know of any complaints he has ever made about the voting or counting procedures.

probably exceed the \$10,000 cost of conducting an election rerun...and would extend a harmful period of uncertainty and instability. With important contract talks in the next year this could hurt Local 435 members."

Running for trustee with Gregg are Dean Ribaud, Steve Hubmer and Jim Brown. Brown joined with Gregg after running as an independent in the December election.

Although Gregg has not had the majority support of the local's executive board, she has already begun to revitalize the local. A survey of stewards' opinions on local union affairs has already been conducted, and a similar survey of the entire membership is underway. A proposal for a stewards' council is under



Wins Job

John Carr, TDUer and member of Nashville Local 480, won his job back with full back pay from Roadway Express on April 9. He had been fired almost a month earlier on a trumped up charge of assaulting a supervisor who actually provoked Carr, who acted only to restrain him.

Fortunately, a brother member was a witness to the event, and Carr noted that Local 480 did a good job of representing him at the JAC hearing in Biloxi, Mississippi, and as a result he got his job back and back wages as well. If this happened more often, companies would think twice before using discipline for harassment purposes.

discussion, as is an orientation program for new members.

Presser has ordered the new election in Local 435, but he doesn't get a vote. Only Local 435 members will get to say who will head their local. The ballots go out on May 28, and are due back by June 27.

OSHA Says No Standard for Farmworkers

Robert Rowland, Assistant Secretary of Labor for OSHA, has come under fire for alleged conflict of interests in which he refused to issue citations to firms that he had an interest in, and also more recently for an OSHA decision that denied to set a field sanitation standard for farmworkers. Now key documents disclosing possible illegal OSHA deliberations have been removed at Rowland's request, further clouding the waters.

About the decision to deny field sanitation standards former OSHA health specialist Robert Beliles is quoted as saying that "They couldn't deny it was needed, so they came up with something that boiled down to saying that they wouldn't enforce a standard if they did issue one."

Your Company's 1984 Profits

Copies of the 1984 profit figures for your company are available from TDU, as published by the American Trucking Association. Most companies are available—contact TDU today for a copy. Free to TDU members. \$1.00 Donation for non-members.

Short Takes

Yellow Freight is making all casuals sign a statement acknowledging "adjustments in rate of pay" in the new contract. Apparently they will try to collect the \$2.75/hour pay cut for casuals retroactive to April 1.

Teamster Solidarity. Local 2707 leaders say they stuck up for the striking maintenance and mechanics picket lines in the recent Pan Am strike better than most other unions. Pilots crossed the line, and even some flight attendants did, too, although the attendants were facing their own strike deadline. Good work, Teamsters.

Teamster Non-Solidarity in Massachusetts. Al Tardy, head of Springfield, Mass. Local 404, joined with representatives of Coors Beer in April, to defend the union-busting company against AFL-CIO reps. The *Springfield Sentinel* said Tardy was "in support of the company's cause." (Al, the company doesn't have a cause, it has greed.) The occasion was a vote of the University of Massachusetts Board of Governors, who voted 15-6 to recommend a ban on Coors sales on campus. Can you imagine a Teamster officer going to bat for one of America's top union-busters? C'mon, Al. It's s-o-l-i-d-a-r-i-t-y.

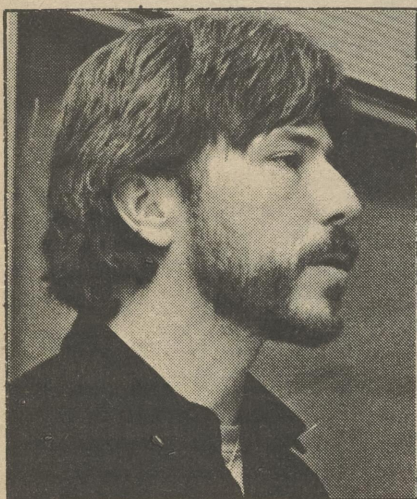
Dear Jackie Presser: It's not enough that California has always had basically free entry for intrastate freight and therefore been deregulated for years. It's not enough that when Viking Freight started up and became the second largest non-union outfit in the country, that the IBT did practically nothing and has never organized them. Now, in the proposed NMFA, you go and by default give Conway West full sanction to operate non-union with the backing of a giant company like C.F. Thank you, Jackie, for this proposed contract. We needed that like a turtle needs air brakes.

The Teamsters employed at California carriers: Di Salvo, Delta, Cal Motors, Sterling, Willig, System 99 and Dart.

How about this for a **fair contract vote?** Last fall Local 579 in Janesville, Wisconsin sent a ballot out to members at McMorHan Trucking that gave them two choices. The first choice was, "I am in favor of putting McMorHan Trucking Company out of business, and myself out of a job immediately, by not accepting the concessions to the labor agreement." The second, and clearly more acceptable choice from the local's point of view was, "I accept the concessions based on the facts of the union's and CPA's examination of the financial records of my employer in an effort to keep my job."

No, this was not written by the company! So much for facts and objectivity.

Plan To Attend the TDU Convention, October 5-6



"I'll Be There"

"I've already got my tickets to go to Chicago. It's a long way from California but we would go a lot further to get rid of Jackie Presser and his gang of useless do-nothings. I learned a lot at the last Convention — it was exciting to see all different kinds of Teamsters working together for a stronger and more progressive union, so this year we are hoping to send ten people from Sacramento to help celebrate TDU's 10th Convention."

Mike Tobin,
Lovotti Brothers
Local 150, Sacramento, California

Plan now to attend the TDU Convention by saving the date and making advance flight reservations. Early reservations can be far less expensive — check with a travel agent today.

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and also to attend the Rank & File Convention. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Convoy Dispatch Interview:

Ace TDU Recruiter Tells How It's Done

TDU practices what it preaches: We are democratically run, by and for the rank and file. Our steering committee is elected by the members at our annual convention in October. Thousands of working Teamster members help in hundreds of ways to make TDU what it is, to keep it growing and strong.

But, most of all, we are a membership organization, and depend on the \$25 yearly dues paid by TDU members. This makes recruiting an important job for all of us. This month CD interviewed one of TDU's many ace recruiters, Doug Mims, Consolidated Freight road driver and member of Atlanta Local 728, to find out what he does to get others to join TDU, and to see what his opinions are on our union.

CD: Could you tell us something about yourself and your experience in the union?

Doug: Well, I'm at Consolidated Freightways now, which I came to after RC Motor Lines went bankrupt and CF acquired them. I've been in the craft since early 1960 and joined the Teamsters after being a member of the Brotherhood of Railway and Steamship clerks while at RC. After joining the IBT I was kind of asleep for a lot of years.

I was always kind of satisfied with the way the union was operating because I thought that Weldon Mathis, the head of our local, was at heart a strong union man. But since 1974 things have gone downhill. I got dissatisfied with the way the union was operating, so I started to look for a way to do something about it.

CD: So you joined TDU?

Doug: Yeah, I heard about TDU six months ago, came to a meeting and signed up right in the middle of the meeting.

CD: What has joining TDU done for you?

Doug: Well, to be honest, TDU is more or less a way of life for me now, and I'm working hard to get the union back to the members, whether the big shots want it or not.

CD: What made you go out and recruit so many TDU members?

Doug: Well, I figured that there were a lot of people out there who were just

like I was: sleepers. They were satisfied when they were working and getting a decent paycheck, but once things started to get bad these people got involved.

Once they see that there is an alternative to just taking everything the companies dish out, then they'll join and be the best members you could hope for. Now, there are some people who just won't join or get active. But you'll find that in anything you do, and you can't get discouraged by that.

CD: So you feel that there are a lot of people out there who are fed up and might be willing to join and do something?

Doug: Oh, yeah! I've got an application in my pocket right now from a

"The main thing I want is to have a say in who's representing me. I'd like to vote on my steward and business agent, and most of all for International President."

brother at CF who just joined. You know, after I started signing people up I found out that you really don't have to work that hard at it. Now they're coming to me asking for applications.

I keep the cards right in my logbook at all times, and when I get somebody to join or somebody asks me, I sign them up right then and there, to make sure they join.

CD: How do you approach people, what do you say to convince them?

Doug: Well, it's different with everyone, but I usually ask them if they like their job and if they want to keep it. That's what everyone worries about. Then I ask them how things will ever get better on their job if they don't have anyone to help them.

Beating Apathy

You know, many people have the same tired cliché: "Things have always been tough, and there's nothing you can do to change it." I don't believe in any of that. I believe that we can change anything we want if we get big enough and strong enough. I tell people that you don't have to be a head buster or back stabber, I tell them that if you get a bunch of working people together who feel the same way then you can make some changes.

We've done that here in Atlanta. First you recruit ten people, then get them to recruit ten people and you've got something. It's just something that grows. These people were sleepers like I was, but if you show them something, if you can get a little of that good old spirit going, then you can get growing and moving.

Also, we kind of target places and hit them with *Convoy* and other literature. We're working real hard on Yellow right now, and were able to turn quite a few out for the bylaws vote. Once they came to the bylaws vote, quite a few started showing up regularly at the union meetings.

CD: Your wife and other wives have been active in the chapter. How have they been able to help?

Doug: Oh, they're fantastic. I don't know what we would do without them. My wife does what she can and supports me 100% in what I do. It wasn't like that at first, but once they started coming to meetings and understanding what TDU is all about, they jumped right in.

CD: What would you like to see in your local and in the International Union?

Doug: The main thing I want is to have a say so in who's representing me. I'd like to be able to vote on my steward and business agent, and most of all for International President. I'd like to have a say so in how my money is being spent.

10% Malcontents

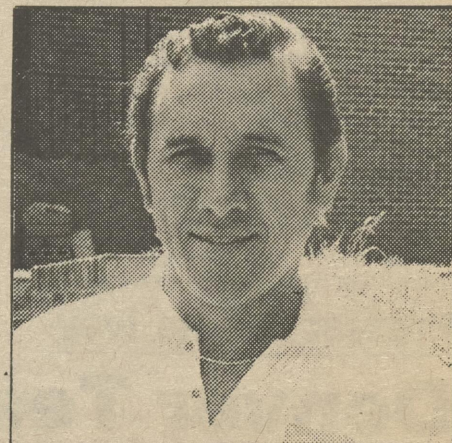
One more thing: over at the union hall they call us 10% malcontents. Mathis' son Lamar likes to call us that, although I never did hear Weldon say it. One time Weldon said that all unions need their malcontents because they keep the heads of the unions on their toes. So he realizes that everything we're doing isn't bad.

CD: One more question. These are tough times for the labor movement. Do you have any thoughts on the future of the labor movement?

Doug: Yes, the reason people aren't joining unions today like they used to is that they are not being organized to join. Now, I don't claim to know a lot about other locals and unions, but I do know about ours. Up until the economy got crunched we had about 10,000 in our local. Before that people were joining and the union was organizing. Then the companies started hollering that they had to make more profits, that the unions had to cut them some slack. They wanted relief and all the rest, and this stopped our local I think from really going out and recruiting. Just look at the financial report from Local 728 last year. They spent just \$204 on organizing! We shouldn't let a man make \$49,000 a year to build this union and then give him \$204 to do it with. It should be more like \$204,000!

Not much happened here until the "malcontents" started talking, until we went to the hall and raised questions. And when all of us so-called malcontents start getting together, officers all over are going to start to think that they have to start doing something. That's how it all started in the 1930s.

I really believe that if our union's strong enough, and if we can get the right to elect our representatives, that those officials are going to do more than the appointed ones. I believe we can make some changes if the rank and file is given a voice.



Doug Mims, Local 728

CD: Is there anything else you would like to say?

Doug: I'd like to say that it's a privilege to be affiliated with the rank and file members of this union who are fed up with the way they are being treated, who are tired of their money being spent on high salaries. And I want to thank all those people out there who have let me know there is something being done about the way the members are treated. You know right always wins in the end.

Drug Test Errors High, Report Says

Laboratories performing tests to detect mood changing drugs are showing a high number of false reports, researchers at the U.S. Center for Disease Control in Atlanta report.

In a report published in the *Journal of the American Medical Association*, the Atlanta researchers found that of a sample of thirteen drug testing facilities, false positive error rates of up to 37% for amphetamines, 66% for methadone and up to 100% for marijuana were found. A false positive result indicates that a person is taking drugs when he really isn't.

Dr. Joe Boone of the Disease Control Center said the findings may have a wide impact because millions of people are undergoing urine screening tests for the detection of illegal drugs in their bodies. (The new freight contract has a clause that allows for drug testing.)

Researchers suggest that some people may have already been denied employment or even sent to prison as a result of faulty urine test results.

I Want to Help TDU by Recruiting New Members

Hundreds of members like Doug Mims are helping TDU every day by doing everything they can to recruit new members. But we have to get stronger to reach our goals. Help us keep growing by using the coupon below to order a monthly bundle of *Convoy Dispatch* or a membership recruitment kit.

- ☐ Please send me a membership recruitment kit.
☐ I can help spread the word about TDU. Please send me a bundle of *Convoy Dispatch* each month.
☐ 100-\$9 ☐ 50-\$5 ☐ 20-\$4 ☐ 10-\$3

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone () _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production ☐ Other _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

Labor History:

They Gave To Organize 'Little Steel'

These are dismal times for the labor movement. Between 1980 and 1984, the percentage of U.S. workers represented by unions dropped from 23% to 18.8%. That's down from a peak of 35.5% of workers represented by unions in 1945. The drop in union representation in the past four years has been even more drastic in basic manufacturing and transportation (where most Teamsters are), dropping from 30% to 24%. More disturbing is that recent polls indicate that only one third of non-unionized workers would vote for a union if given the opportunity.

These are very discouraging figures. But if history teaches us anything, it's the fact that working people in this country have always fought for and won their basic rights, even when things looked the worst. That's why we're looking back nearly fifty years, to a time when good union brothers and sisters were putting their lives on the line for everything that we enjoy today as unionized workers.

The year was 1937, and the CIO was beginning what was described as, "The biggest task ever undertaken by organized labor within the memory of man." That task was to organize the steel industry.

The Steel Workers Organizing Committee (SWOC) had organized and signed up 150,000 members by 1937. Following the CIO's victory at General Motors the giant of the industry, U.S. Steel, agreed to sign a contract with SWOC. Because of the courage of the auto workers at General Motors and the solidarity between CIO unions, U.S. Steel signed without even taking a strike.

But the steel industry had not completely given in to union demands.

The so called "Little Steel" companies, representing about a quarter of the nation's steel production, were fighting tooth and nail against the union. Tom Girder of Republic Steel said he would rather resign and grow apples before signing with the CIO, that he would not be a part of handing America over to the "communist" unionists.

Little Steel had prepared for war and it wasn't long in coming. Workers

lasts two or three seconds.

"Instantly, the police charged. In a manner appallingly businesslike, groups of policemen close in on individuals. They go to work on them with their clubs. In several instances two to four policemen are seen working over one man. One strikes him in the face, using his club as if swinging a baseball bat. Another crashes his nightstick against the top of his head, and still another is beating him on the back.

"These men try to protect their heads with their arms, but in a second they go down. In one such scene, directly in the foreground, a policeman gives the fallen man a final smash to the head, before moving on to his next victim.

"There is continuous talking, but it's difficult to distinguish anything, with one exception—out of the babble there rises this clear and distinct scream: *God Almighty.*"

Ten men were murdered on that day:

Earl Handley, died from a hemorrhage suffered due to untreated wounds.

Otis Jones, died from a bullet that severed his spinal cord.

Kenneth Reed, died from a gunshot wound in his back.

Lee Tisdale, died from blood poisoning suffered following a gunshot wound to his back.

Joe Rothmund, died from a gunshot wound to the back.

Anthony Tagliori, died from a gunshot wound to the back.

Hilding Anderson, died from peritonitis.

Alfred Causey, died after being shot four times.

Leon Francesco, died from a gunshot wound to the back.

Sam Popovitch, died after having his head battered to pieces by police clubs.

Through such courage and bloodshed the union movement was built. These men and many more who gave their lives to the union didn't die in vain. Out of their deaths came union organization at Republic and other Little Steel companies.

As unionists, we have a long and proud history of struggle and victory. Let us never forget those who fought and died so we would enjoy all that we have today.



South Chicago Police attacking striking Steel Workers and their families who had been marching near the Republic plant on Memorial Day, 1937.

photo courtesy of The Archives of Labor and Urban Affairs, Wayne State University

were murdered by police and company goons during the bloody month of May in Cleveland, Massillon and Youngstown, Ohio. The war reached a murderous peak at the Memorial Day Massacre in Chicago when ten workers were gunned down in cold blood as they tried to peacefully picket the Republic Steel plant.

The massacre was filmed by a newsreel team from Paramount Films. The following description of the film by the *St. Louis Post Dispatch* describes all the horror and inhumanity of that infamous day:

"A vivid close-up shows the head of the parade being stopped at the police line. The flag bearers are in front. Behind them the placards are massed. They bear the signs of *Come on Out, Help Win the Strike, Republic Steel vs. The People*, and *CIO*. Between the flag bearers is the marchers' spokesman, a muscular young man in shirtsleeves, wearing a CIO button...

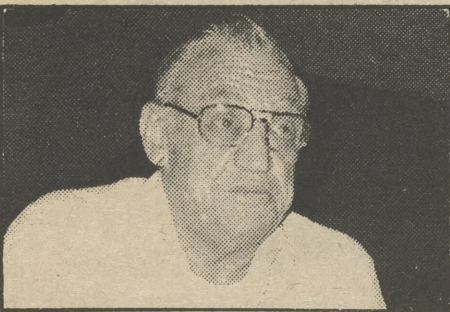
"Suddenly, without warning, there is a terrific roar of pistol shots, the men in the front ranks go down like grass before a scythe. The camera catches a dozen falling simultaneously in a heap. The massive roar of gunfire

Taking the Fifth

continued from page 1

cooperation of all levels of management and union officials. He stated that (in one example) some 200 drivers for Continental Can Company worked under substandard contracts for the labor leasing companies with payoffs lubricating the whole scheme.

Labor leasing management personnel were also forced to testify. Samuel Solomon, presently running a Boffa



Retired Teamster and TDU member Glenn Hall.

company in Chicago called Personnel Resources, Inc., pulled a letter of resignation out of his pocket and stated that he would be quitting his job by the end of the week. Philip Silver, President of Continental Can Company, stated that all ties with Boffa companies were being severed.

Silent Until the End

Soon it was over, and Presser was on his way out. But the large contingent of Teamster members in the room had questions of their own for Presser, and some approached him as he trudged out, trying to get a word with him. But the man who these Teamsters pay \$755,474 rushed to the safety of his limo, away from discussions of the right to vote, envelopes of cash and

rule by fear.

On the following day, April 24, the Commission heard testimony on pension funds. Retired Teamster and TDU member Glenn Hall of Atlanta testified how he worked for some 3½ years as a "casual" for Terminal Transport (now American Freight), working all the time but being denied pension credits. Glenn told us, "I would not be getting my pension now, except for the action of attorney Arthur Fox," who sued the Fund. Hall told the Commission the solution lies in the membership having the right to vote for International officers.

The President's Commission will be moving on to consider remedies to problems that were uncovered, and TDU will be preparing detailed input into that process. We already know the most important idea of all—give us "one Teamster, one vote," for union President. Then we won't have to worry about Jackie Presser anymore.



IBT's Concessions Handed Companies Rope to Hang Us

by Mike Belzer
Co-Chair, TDU International Steering Committee
Local 705, Chicago, Illinois

"You drivers have priced yourselves out of the market."

—Chicago Local 705 Executive Board member

Sound familiar? You've probably heard it many times before, but maybe you just wrote it off as the typical mutterings of a grain-fed union hack. Think again. The outcome of the recent NMFA negotiations proves that Jackie Presser, Louis Peick and the rest of our Teamster officials have decided that drivers are overpaid and it is their mission in life to get us to work for a more "realistic" wage—like \$9 an hour. Look at the facts:

Fact: The Union could not be in a worse bargaining position than it is right now. Yet it is a position of our own making. Our union leaders have helped the employers to divide and conquer us with:

- Reduced pay for new hires and red circles around the rest.
- Mid-contract "bargaining" company by company, leading to a patchwork of cut-rate addenda.
- Flex weeks, staggered times and casuals.
- ESOPs and phony loan programs.

We were told that each give back would protect our jobs. In fact, each one cost jobs and job security. And each one cost us money.

Fact: Our Teamster leaders have stood idly by while most employers have developed non-union divisions in preparation for this day. No sooner was the ink dry on the UPS contract than the union allowed Roadway to set up a non-union package division. In fact, most carriers are prepared to break a strike with the very non-union divisions that our officials allowed them to set up!

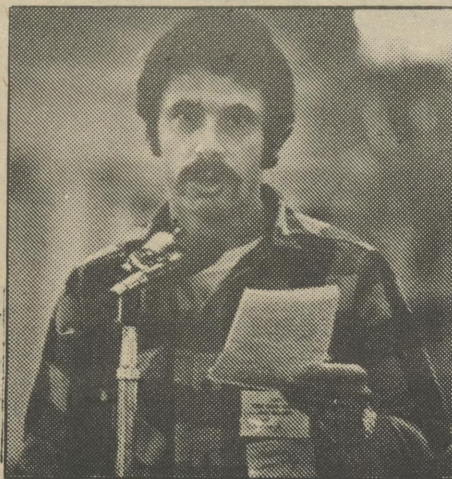
Fact: Truck drivers are a dime a dozen. Major freight companies are paying as low as 16c per mile and percentage. They don't care if they hire pill heads as long as they'll work for nothing.

Fact: Government leaders today—led by the Reagan administration—believe that American workers are overpaid. First Reagan busted PATCO. When organized labor stood by with their hands in their pockets, the real assault began. From the NLRB to the bankruptcy court, we have seen big business tighten their grip on our throats.

The only unions that have withstood this type of assault have done so by encouraging their members to stick together. They have fought the subcontracting of their work to scabs. They have fought to maintain union scale. They encourage solidarity. They draw on the strength of a democratic union structure that encourages the most talented rank and file workers to be a part of a united struggle against concessions.

Signed Away Our Rights

But in the face of this very real threat, what have our Teamster leaders done? They have signed away our



Mike Belzer, Local 705

rights while calling us communists. They have fouled up the grievance machinery while denying us our right to vote for elected stewards. They have cried like babies that "our hands are tied" while giving the bosses more rope.

Worst of all, they have failed to organize a single non-union company or division, all the while complaining

that they can't do a better job because of the scabs.

At this point any fool can see that the new contract is no accident. Nobody is stupid enough to have done it without a plan. The rank and file has been like a good-hearted friend trying to stop someone from committing suicide. And our own leaders keep jumping in front of a freight train!

What can we do? The union doesn't want us to become involved because we might rock the boat.

TDU is the place to go for those of you who want to fight back to protect your family and your future. Together we can build enough pressure to put the breaks on Peick's fire sale. It is our job to force every official of our union to take a stand. If they stand four square with us, then we will support them all the way. If they stand with Presser and Peick, then we must use our united strength to drive them out of office. They must know that we mean business.

The day of reckoning is here. The choices are clear. The future is up to us.

United Transports, Houston, Texas

Steward Loaned "Advance" of \$2800?

How would you feel if your company loaned your steward \$2,800, with no interest and no security, so he could buy some land? Well, that is exactly how a number of drivers at the Houston terminal of United Transports feel! The company and the steward (after word of it leaked out) call it an "advance," but since the steward had vacation pay of only some \$860 coming, it clearly was not an advance on earnings, but a loan, in the opinion of many drivers.

"It's a sorry comment on our local officers of 988," one driver stated at a TDU meeting held on April 28, "that they did not see a thing wrong with it. Instead they want to pick on a driver who complained about it!"

Instead of investigating the situation, the Local 988 executive board is attempting to expel one member, Roger Thomas, for telling management it was a "payoff." It seems management taped it and obligingly turned the tape (along with other company records) over to the steward to try to go after Thomas. Incredible, but truth is stranger than fiction sometimes.

At a union hearing on March 16, 1985, the 988 executive board tried to make the loan appear as a normal advance that any driver could get routinely. Numerous drivers we spoke with found this a bad joke. None of them think they could get \$2,500 and then an additional \$300 for a land deal.

Meanwhile, the steward, the company and the Local 988 executive board are all on excellent terms. But a number of members complain that many deals are cut at United, and that the dispatch rules are "nonexistent."

They also feel strongly that they should defend the one member that Local 988 wants to expel for free speech. Fortunately, the law protects free speech, and TDU has come to the aid of the man who was singled out. TDU has also contacted law enforcement personnel, who note that it is illegal for an employer to give valuable gifts to any union rep, including a steward. It is possible that this could be investigated as well.

Justice for All ... Even at Roadway

by Dave Bruske
Roadway

Local 371, Rock Island, Illinois

Steve McCarthy, a Roadway driver from Rock Island, recently demonstrated that one man can make a difference and also that there is justice for all if you are willing to work for it.

Steve, like many drivers throughout the Roadway system, was receiving paychecks for improper amounts, more and more frequently, over several months. Roadway tried to avert attention by giving the problem a simple name: pay shortages. In fact, Roadway has a special form to file when the problem "rarely" arises, and they are always prompt in explaining the mistakes: as a computer making an error, or that the individual running that particular computer was brand new, and etc.

TDU Meets

Colorado TDU
Thursday, May 23
7:30 pm
4599 Wyandot
Denver
call (303) 458-0145 for more information

8 Cities Area TDU
Saturday, May 18
9 am
Quality Inn
500 Centerville Rd.
Lancaster, Pennsylvania
Centerville exit off of Rt. 30

Sacramento Area TDU
Saturday, May 18
10 am
Seasons Restaurant
2244 Fair Oak Blvd.
Sacramento
Sacramento TDU Picnic
Sunday, June 23
details to be announced

St. Louis Local 600 TDU
Sunday, May 19
1 pm
Amvets Post 88
8449 North Broadway
St. Louis

Southern California TDU
Sunday, June 9
1 pm
Guirado Park Bldg.
5760 Pioneer Blvd.
Whittier, California
Guest Speaker: Mike Johnston,
TDU West Coast Organizer

South Bend Area TDU
Saturday, June 8
2:30 pm
Americana Inn
213 W. Washington Ave.
Guest Speaker: Ken Paff,
TDU National Organizer

Toledo Area TDU
Friday, June 14
7 pm
Dutch Pantry
I-75 and Rt. 20
Perrysburg, Ohio

Worcester Area TDU
Sunday, May 19
9 am
Delisle Goulet American Legion Hall
Rt. 140
Grafton, Massachusetts

The bottom line is that Roadway always has an excuse, and they are quick to assure you that there is no problem and say to just fill out the pay-shortage form. Well, some drivers do and some don't. Some drivers, trusting Roadway completely, don't even check their pay summaries. To top it off, when a driver finds a pay shortage, fills out the proper form and finally has it approved for payment, it still can take months (if at all) to receive the final payment. This is how profitable Roadway's incompetence can be.

But this driver decided that enough was enough and took Roadway to small claims court and won the full amount of underpaid wages (\$262.50) plus punitive damages of \$32.59 and court costs of \$44.00. Roadway filed a motion to reconsider, but it was denied. Steve was paid and justice has been served.

Membership Pressure Needed Now

Major Locals Opposed to NDA Relief

Major locals in the east, midwest and west coast have stated their opposition to a relief deal proposed by UPS that would allow part-time drivers on the road delivering Next Day Air packages. UPS' effort to force the proposal through without a membership vote is meeting with stiff opposition, but more will be needed in the coming weeks to prevent other locals from caving in to UPS' pressure.

The company has lined up major allies that are working behind the scenes to force locals to accept part-time drivers: Dan Darrow, Jackie Presser and the National UPS negotiating Committee. Local officers in some areas report that the pressure is on from these top union officials to accept UPS' deal.

A Titan message from UPS National Negotiating Committee member and Detroit Local 243 Sec.-Treas. Bob Coy makes it clear where he stands. It states that any agreement in Michigan would be on a statewide basis, and that "Dan Darrow, Co-Chairman of the United Parcel Service National Negotiating Committee, and I have discussed and agreed to" the deal.

Fellow negotiating committee member and Wisconsin Local 344 Secretary-Treasurer Ron Strzelecki goes one step further in a letter to his stewards in which he states that the guidelines will be followed "in the Central Conference area for Next Day Air packages."

Violation of the IBT Constitution

No provision is being made for a membership vote on the proposal, as provided for in Article 16, Section 4 of the IBT Constitution, which states that "If amendments to local or area supplements to the master agreement are negotiated during the term of such agreement, such agreements must be approved by a secret ballot majority vote of the affected members..."

What's more, Presser had the chance to negotiate the issue during the contract extension last fall, but refused to do so, probably realizing that his extension wouldn't have flown if it contained part-time drivers. Now he and the company are hoping to slip it in by going local to local, knocking off the weaker ones and then moving on to the stronger ones.

Nevertheless, major locals have already voiced their opposition and with membership pressure more are likely to do so. In the east, Washington, D.C. Local 639, Baltimore Local 355 and New Jersey Local 177 have told the company to go pound sand, and although New York City Local 804 has not yet been approached by the company, the local is reportedly strongly opposed.

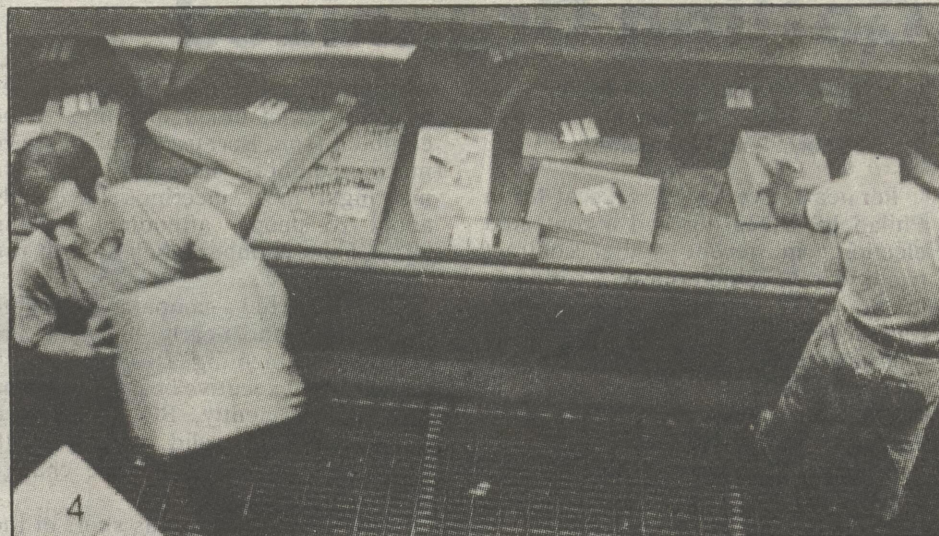
In the midwest, the large Cleveland Local 407 conducted a vote on the issue with UPS members, and those present voted overwhelmingly to oppose part-time drivers, urging that any work go to present fulltime drivers or that new fulltime drivers be hired.

In the west at least 16 locals are on record as opposed, including Seattle Local 174, Oakland, California Local 70 and Stockton, California Local 439.

This violation of our rights as union members and outright sellout to UPS can be stopped. Pressure from members now on their local unions can make them realize the consequences of accepting the deal, and offset the pressure coming down from the National Negotiating Committee. Start a petition, call your business agent, ask that a special meeting be held by the local to discuss the issue.

TDU has published a special bulletin on the part-time driver proposal—order some today, and pass them around to inform other members.

Your action now can prevent further deterioration of our contract and working conditions. It's up to us.



These NDA packages may soon be delivered by lower paid, part-time drivers with no hourly guarantee unless UPS Teamsters put pressure on their locals to prevent it.

Positive Alternatives for NDA Operation

There is an alternative to handing fulltime, top rate jobs over to the company on a silver platter and opening the way for further deterioration of working conditions for UPS Teamsters.

There are many possible alternatives. Two that many drivers have suggested are the following:

1. All work to be done by fulltime drivers paid top rate. If UPS needs some flexibility to account for late planes, package car drivers could be offered the chance to bid on a later start time, run off NDA in the morning then do a partial route in the afternoon.

2. Combination employees. A full-time position could be created, paid at full scale, that could bid on in seniority

order. They could work pre-load or clerical in the early morning hours, the deliver NDA until noon. A variation on this would be to work NDA in the morning then complete an eight hour shift doing clerical or sort work in the afternoon.

this would both provide more full-time jobs for members and give the company added flexibility for the NDA operation. This would leave no loopholes, eliminate problems over monitoring a 3% limit, and prevent the company from shifting work to lower paid drivers.

So far there has been only *one* way negotiations—the company has dictated to the union what it wants. What we need is a union that will stand up for the contract, and for our future.

UPS and Downs

Good Little Boys Get...

In New York City, UPS District Manager Tom Petley has thought up a little incentive scheme for his center managers and supervisors that has left members wondering what's next. Under Petley's system, managers that do a bad job get a little plastic dinosaur put on their desk (does this mean they should be extinct?), managers who are sloppy and messy get a little plastic pig, and managers who do a good job get a little anchor (for holding up the ship).

Let's hope Petley doesn't start disciplining union members the same way—all those plastic dinosaurs could prove costly! One member pointed out that the dinosaur might be a better symbol for UPS' labor relations policies.

Incentive for the Computer Age.

Incentive is taking a new twist at the Englewood, New Jersey UPS center these days. Center Manager Fitzgerald is offering a Video Cassette Recorder to the real runners. Find that one in the contract!

The UPS Restaurant Guide for Feeder Drivers.

Management at the Melville, New York center has decided that it's up to them to say when and where feeder drivers will eat their lunch, namely that all feeder drivers will eat only at centers or terminals. This practice will force drivers to either "brown bag" or end up eating out of the vending machines (not exactly the healthiest food around). One driver points out that after he

was told about the rule by Melville dispatcher John Johnson, Johnson went to the phone and ordered a take out lunch of spaghetti for himself!

Kansas City UPS Teamsters Conduct Workshop.

UPS members in Kansas City joined with freight members from Roadway, Yellow and Churchill Trucking to conduct a workshop on Using the Grievance Procedure in April. With a representative from the TDU office on hand, issues regarding effective grievance handling and how to organize to win more grievances were discussed. Interested in holding a workshop in your area? Contact the TDU office.

New Book by UPS Teamster.

From our "book of the month" department comes some suggested reading material on the Big Brown Machine. *A Matter of Life and Death* by UPS feeder driver and Local 710 member Steve Cox is advertised as "an informative book about the most unique company in the world...exposing the GOOD, the BAD and the UGLY. Steve's book is available for \$4.95 from Brookhaven Distributing, Box 139, Lizdon, IN 46149.

UPS Policy Book Sheds Light on UPS Management.

The *UPS Policy Book* is given to every management person as a "guide in your daily work," and contains over 60 pages of helpful guidelines aimed at keeping supervisors in the UPS way of doing things. One passage reads: "We Do Our Best to Give Every Employee Complaint Prompt, Sincere Attention. Even little misunderstandings, if overlooked, may lead to great dissatisfaction."

Philadelphia Local 463

Food & Dairy Workers Getting Organized

by Jerry Leech, Walt Butler
and Mike Lynch
Local 463, Philadelphia

For nearly twenty years, Local 463 in Philadelphia has not had a contested election. In recent years contract conditions have deteriorated seriously in the 4,000 member local, which represents drivers and workers in the food and dairy industry in a 200 mile stretch from Scranton, Pennsylvania down to southern New Jersey and Maryland.

Grievances are not pursued vigorously. The local spent only \$2,700 last year on arbitrations. The members are not listened to—when two strike votes were overwhelmingly approved last August (584-52 and 570-55), the leadership pushed through a third vote, an unprecedented mail referendum, in which they claim the contract was passed by twelve votes.

Some members of the local make only minimum wage. With the executive board so out of touch with the times and with the members, it is no wonder that the members have felt discouraged.

Now, however, a group called Better Opportunity With Leadership, or BOWL, has formed to change all this. BOWL, which includes several TDU members, has been holding meetings every Saturday night for the last eight months, and is putting together a slate for next fall's election.

The first obstacle approached by BOWL has been the local's bylaws,

which require that potential candidates attend 50% of union meetings to be eligible to run. Because of the distance many members have to travel to meetings, most meetings have only about 25 people attending, making 99% of the members ineligible to run for office.

BOWL started a campaign to change the bylaws, and nearly 400 members came to the meeting. Despite the fact that the 463 executive board fought the change vehemently, BOWL received the backing of a solid majority, with 213 members voting for the change and only 158 against.

Unfortunately, this was short of the 2/3 majority required by the local's bylaws. Nevertheless, 50% attendance rules have been ruled illegal by federal courts in other states, and BOWL will fight the undemocratic rule in the courts if necessary.

The 463 executive board is clearly worried and a reliable source says that executive board members have each paid \$5,000 into an election fund. Buoyed by the majority vote, BOWL is building for the fall election and seeking to bring the members together to build a solidly organized union which uses the Rank and File Bill of Rights as its principles. This is a rank and file grassroots movement in the food and dairy industry. Interested members please contact Jerry Leech at (609) 478-2870, Walt Butler at (215) 584-1820, or Mike Lynch at (215) 269-4315, or write PO Box 212, Hewan, New Jersey 08025.



Picket line during the bitterly fought 1978 Safeway strike in which a picket was run down and killed by scabs. During the strike the International Union for several weeks delayed sanction to extend pickets to other areas.

Safeway/Lucky's Offer Rebuffed 1345 to 0

Grocery drivers and warehouse workers throughout northern California voted overwhelmingly on May 4th and 5th to reject a proposed contract from Lucky's and Safeway management. The offer read like every personnel manager's dream. Just as in the freight contract, new hires were offered a 70% start rate, with three years to reach full pay. New hires also took sharp cuts in sick pay and vacation. The employers are also "offering" casuals a 25% pay cut, and trying to bring casuals into some Safeway barns which have never had them.

On wages, the contract is even worse. The offer contained a 25c/hour "raise," which is to be paid in a lump sum bonus every six months, by the first 40 hours per week worked. COLA is eliminated. This means that people would finish the three year contract at the same wage rate they started at. On top of this, a flex workweek has been proposed to eliminate overtime pay on the weekends.

While the offer was rejected by an incredible vote of 1345 to 0, many activists feel this was a "throwaway offer," which was designed to fail. This is an old tactic. Management offers a contract containing every possible concession, the union condemns it and promises better, the members vote it down, and then there is a settlement containing only half as many concessions.

Both Safeway and Lucky's have a big stake in getting concessions in northern California, as the contract there is regarded as a national leader in the grocery industry.

Now the ball is back in the employers court. They are expected to stop bluffing and to come back with a new offer by mid-May. Those close to the negotiations feel that the issues the employers most want to make gains on are: Casuals and the new hire rate (perhaps a toned down version), the flex work week, and a freeze on northern California wages until other areas reach parity.

No one expects that such a contract would win by much of a margin.

Meanwhile, not only are grocery barns across the country watching this

contract, but so is the giant Fleming Foods, which is stalling on its northern California negotiations until they see the results of the Safeway/Lucky pact.

Fortunately, the workers have something going strong for them in this fight. For several months, they have been working, with the cooperation of many of the locals involved, to build a network of stewards who are playing an active role in informing the membership of what is happening in negotiations and in helping to prepare for a possible strike. Over 40 stewards from the six local unions involved in the contract have become active in this committee.

As one Lucky's driver put it, "These guys have been on strikes before, and they know what it's like. None of us want to go out, but if we have to, the companies should know that we are strongly united. We have showed them in the past that we can hold out as long as we have to."

Des Moines Super Valu Walks Out

Faced with an effort by Super Valu management to step up production by doing away with a piece count system, Des Moines Local 147 members decided on Easter Sunday to stay away from work for 24 hours. The walkout reportedly occurred in response to Super Valu's attempt to change production standards and eliminate the piece count system.

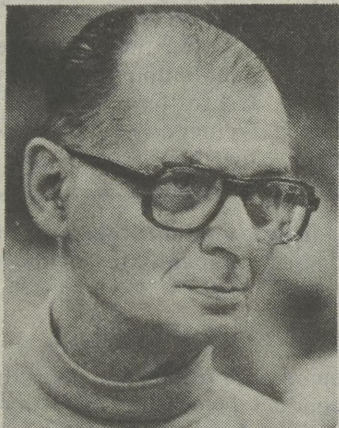
No one was fired, but eight people were reportedly suspended for a week and ten for thirty days.

According to one member the walkout, "Woke the company up and showed them that we won't take it any more. It's gotten so that working at Super Valu is like working at a sweatshop—and that's what unions were brought in originally to do away with."

Des Moines' contract expires one year from now, and members state that the strong showing of the walkout will put them in a better bargaining position.

Getting a Tax Refund?

photo by Bob Gumpert



Join the \$100 Team

If I can pay \$336 yearly to my union (whose hands are tied) then I can certainly pay a pittance of \$100 to those whose hands are not tied. Won't you too?

Eddie Schof
United Parcel Service
Local 804, New York City

At the 1984 TDU Convention over 150 people joined the \$100 Team. This was a great start but more is needed if the Teamster Rank and File Education and Legal Defense Foundation is to continue publishing books like the *Legal Rights Handbook*, and the *Steward's Manual*, and keep providing the legal services that aid so many Teamsters. Won't you give today? Your donation is tax-deductible.

___ I pledge \$100. My check is attached.

___ I pledge \$100 in four monthly pledge payments of \$25 contributions.

___ I pledge \$100 in ten monthly payments.

I wish to remain anonymous: ☐ yes ☐ no

My name may be listed as a donor: ☐ yes ☐ no

Name _____ Company _____
Address _____ Local _____
City _____ State _____ Zip _____

"Delete Article 22, Improve Working Conditions"

Carhaulers Speak Out on Contract

How do carhaulers feel about their job and the upcoming contract? This month Convoy Dispatch interviewed Baltimore C & J driver Billy Gettier, and asked other drivers to speak out on what they want to see in the contract.

CD: What are the main problems facing carhaulers today?

Billy: The biggest problem is that guys are not being paid for the work they are doing. Their game is to deny everything. Leaseway has a license to steal from us. We don't want to be paid for something we're not doing—I'm not going to be late and turn in five hours when I've actually been sitting in the snack shack. I just want the three hours that it took me to load my truck.

CD: What is it going to take to get ready for the contract?

Billy: I think the guys need to know and be informed on what they are voting for. I talk to a lot of guys and say to them, look, let's vote this first one down, no matter what's in it.

The companies want to play hardball, and they want you to play with them and have a good attitude while they shove the bat up your ---. Yeah, they want you to go out with a smile, to not have any damages, to hurry up and pick up another load, and then when you go to get your pay on Friday you find out you only have half of it. It's like their attitude is, "Well, you should have known those tires were going to blow out."

CD: What should the union be doing to stop this?

Billy: It has to show some strength.

CD: What about the harassment and pressure from the companies?

Billy: Yeah, I'll tell you sometimes my nerves are so bad when I come off a trip it's incredible. It used to be a pleasure to be a carhauler. They used to say hi, how are you doing. Now, it's drive a hundred miles and I've got some paperwork for you, and oh, by the way, your log is two minutes off and your toll ticket is off, too. Going in the office now and saying hi to the boss is like waving a red flag in front of a bull. Everybody feels the same way—If I could only get away from the terminal manager.

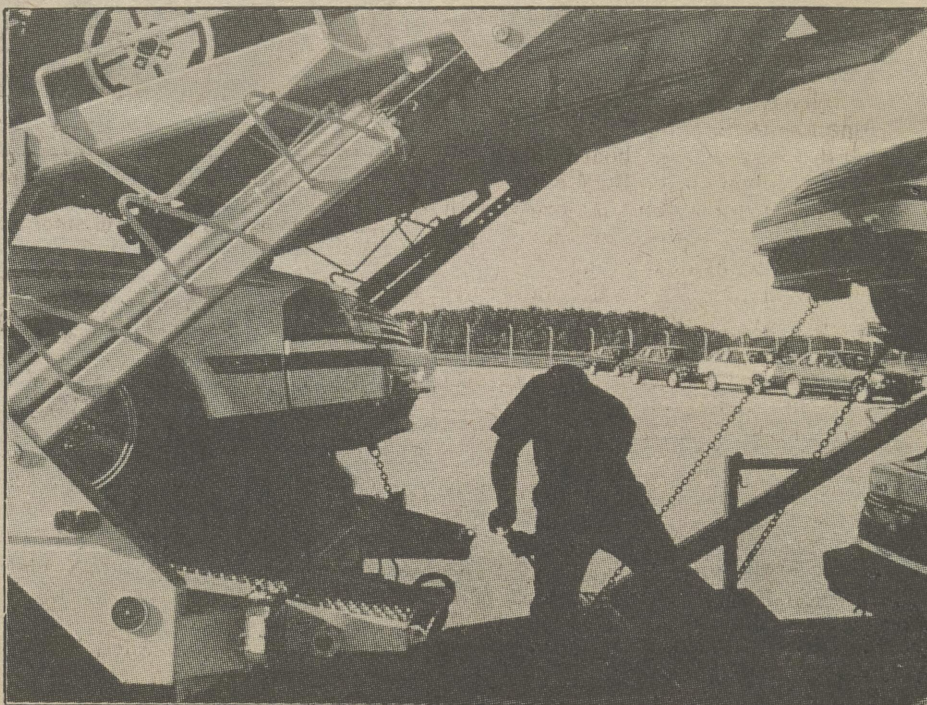
We took a survey six months ago and you know, 86% said that there was a lot to be gained if companies just treated their employees better. That's 86 out of 100 people who want to be treated better.

CD: What are some of the other important issues in the contract?

Billy: Well, I think that everybody's big thing is Article 22. It lets the companies go to the union and say, "Hey, we're making money but we need to make more, so give us economic relief." That's crazy. The companies have gotten greedy and Article 22 is something everybody wants to see taken out. Better treatment from management is important, and getting paid for all your work is, too, but Article 22 is important.

CD: Anything else you want to add?

Billy: Well, personally, I'm willing to go out on strike if it's necessary. I know some guys are afraid of going out, but I say you can't afford **not** to go out! People say that you never get back what you lose when you strike, but I say it would be worth it just to get some dignity. Yeah, I'd say dignity is what this contract is all about.



Curtis Wise
Dallas & Mavis (Driveaway)
Mt. Holly, North Carolina

We had a rank and file meeting with 27 drivers to discuss the employers and union proposals we received from TDU. The drivers jumped straight up and down seeing the takeaways the employers want. They have already taken too much. For example, when we fly home, they now make the reservations and may make us layover at intermediate stops for hours just to save a few bucks. Now they even want to take away our frequent flyer privileges! We especially want to end local deals that undercut the contract. We should all vote no on any contract that doesn't put an end to those.

Bruce Asborno
Pacific Motor Freight
Local 63, Los Angeles, California

I think it's crucial that everybody read the whole contract over because there could be provisions in there taking our money away and slipping in work rule changes that we could live with for a long time.

What we've seen of the union's proposals are not all that good, but here on the west coast people are pulling together.

Joe Day
Anchor Motor Freight
Local 170, Worcester, Mass.

People have got to know what is in the proposals and what the companies have for a grammar school Christmas list. What we have been doing is staying in close touch with our BA, Ernie Tuscino, listening to what he has to say, and informing him that as long

as Article 22 is in there we are going to do everything we can to pass the word around.

One thing we're setting up in Framingham is to have people bring their ballots to the terminal and vote together with the BA and steward on hand, then send them all in at once.

Wayne Tinsley
Cassens Transport
Local 710, Bolingbrook, IL

What needs to be addressed in this contract is working conditions. They are probably going to offer us a few bucks, or whatever, for the time being, and they are undoubtedly going to wipe out the Cost of Living. We'd better be concerned about the COLA, but instead of thinking about a few pennies now, we need to worry about the future.

Also, we've got to shake people loose somehow. Tell them, hey, this is your job and your future, so you'd better think about what they're doing.

Kevin O'Rourke
Anchor Motor Freight
Local 294, Albany, New York

Carhaulers: a contract that contains Article 22 or any other article that allows an appointed committee to decide our economic future has to be voted down. We are members of the largest labor union in the country, so when you are told that the union isn't as strong or as powerful as it used to be, don't believe it. Instead, do something about it—participate in your local union meetings, read your contract and stand up for your rights. It's *your* job—save it. Join TDU.

Carhaul Notes: Skid Drop Pay and Incentive

The employers have a proposal to put the drivers through "retraining" at minimum wage if they don't like their cargo damage record. Think this is just a pipe dream? Think again. Drivers at **CCI in Denver** report management tried a deal like this recently. Of course, it doesn't occur to management that when they don't pay us for unloading 11-car rigs we hurry and take shortcuts, and damages go up. Their answer is always, "Blame it on the drivers."

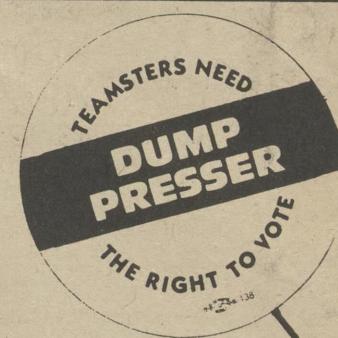
Like many terminals, **Wilmington Anchor** is facing an attack on their hourly pay. In this case, an incentive loading scheme forced through by the joint committee. But the committee did rule the two hour pay limit would not apply to loading at foreign terminals. You think Anchor is abiding by that decision? Hardly. They don't have enough respect for the union to even abide by the few decisions that go our way.

Flint Complete management is rewriting the contract on skid drop pay in two ways. To get premium skid drop pay for big cities, Complete says you have to drop the city first and the suburb second, or else you don't get the premium skid drop pay. Does that make sense? No, but it saves Ryder money for bigger stock dividends. Also, loading off your skids used to be counted as an extra skid drop. But no more, especially since the new 11-car rigs can't be loaded off a porta-dock and must be loaded off skids.

The new running mile deal between **Flint and Fremont, California** requires

a day off on the road to pick up hours. Drivers aren't allowed to take it on the road, they have to take it while sitting empty in Fremont. Complete has not yet started having drivers in a sleeper team split the running mile pay like they do in CCI Dearborn. Some drivers are picking the California run just so they can get away from Complete management in Flint for the maximum possible time.

Jack Cooper in Kansas City, Kansas is getting on the running mile bandwagon by starting up a sleeper team run to Fremont, California that has the drivers splitting the running mile pay.



Presser took the fifth in Chicago before the President's Commission on Organized Crime, but you don't have to! Let your feelings show about the man who pulled in over \$700,000 last year from our dues money.

Prices: \$1 for 1; 50c each for 10 or more; 35c each for 50 or more. Mail your order to TDU, Box 10128, Detroit, MI 48210.

Carhaulers:

Be Prepared to Vote No

Reports from carhaul negotiations in Scottsdale, Arizona indicate that little was settled in the first round, and that with less than a month remaining until the contract expires, top management and union officials are not far off square one.

Management has reportedly refused to take many of the more outrageous demands off the table and has held fast on productivity and other issues. The companies' attitude is to be expected. They have gotten into a habit of getting whatever they want from the union, and the union giving for so long that they have forgotten that as productive workers and union members, we should be treated with dignity.

Running mile, millions of dollars stolen in denied pay claims and shortened mileage, flexible workweeks, forced incentive loading schemes and mandatory dispatches—this will continue happening until the members say, "Enough."

Many local officials have fought the decline in the industry, only to be told by higher ups on the joint committees that neither the members or locals have any choice. The top officials on the negotiating committee aren't chosen by us, they are appointed by Presser.

Soon we will have the chance to say, "enough", when voting for the contract, and need to do everything possible now to reach and educate fellow members. Once every three years, we have the opportunity to vote

our feelings, and must use it.

Ready to Vote No

And we clearly have to do more by preparing to vote no on the first offer that comes down the pike. After all, we need to accomplish more than just stop giveaways in this contract. Despite their outrageous demands in Scottsdale, management is already getting rich off the existing contract, and would be happy to just get the same toothless contract we have now.

Many locals submitted demands that are crucial to restoring our contract, but top union negotiators refuse to even put them on the table. Some of the most important are:

1. "All time in service to the employer shall be compensated at the contracted wage rate." With improvements in the grievance procedure to make this stick.

2. Abolish Article 22, which allowed the companies to force running mile pay on us with no vote and with no requirement that the companies show



how much they really make on these deals.

3. End the two-tier wages for yard employees that were forced through during the last contract.

4. Restore the power of locals to conduct at least limited strikes over local riders' negotiations and accumulated grievances.

5. Incentive loading schemes cannot be forced unless they include local driver option at the hourly local rate.

6. Stewards at larger terminals

should be paid on a graduated scale to deal with the mountains of company-generated paperwork over pay denials, etc. BAs in all conferences should have the right to return to their jobs with seniority. The contract can't be enforced without good stewards and BAs.

These are good proposals that were ignored by top union officials. This inaction leaves us only one way to get our demands on the table and force management to bargain in good faith: be prepared to vote no on the first offer sent to us, sending them back to the bargaining table for substantial improvements, and giving BAs and local officials with the guts to stand up a clear and undeniable mandate from the members.

Our future is in our hands. Unlike freight our industry is 99% union. In 1976 and 1979 we came very close to beating the 2/3rds rule. Let's take a stand now to insure a better future for all carhaulers—your help in the next few weeks can make a difference.

Spread the Word Everywhere

Your help is needed now to stop a sellout on this contract and get decent proposals on the table. Here's what you can do:

1. **Spread the word** in your terminal, on the road, and don't forget office, garage and yard workers. TDU has

already published one special bulletin on the contract and will be publishing more. Order some by contacting TDU today.

2. **Pass motions** at local and craft meetings like those passed at the carhaul meeting at Detroit Local 299:

1. Local _____ will mail each member a letter recommending a no vote unless the contract meets certain minimum requirements: An end to two-tier wages, flexible workweek and the running mile; a ban on any future mid-contract rewrites (delete Article 22); give locals the right to negotiate local riders and the right of BAs to obtain leaves of absence for the length of their service.

2. Local _____ calls upon the International Union to take a strike authorization vote, to demonstrate the members' determination; to announce that the contract will be approved or rejected by a majority, and that the union will keep bargaining until September, when we will have greater

bargaining power.

A letter from the local urging a no vote has proven especially effective in building membership participation in past contract votes.

3. **Join TDU and send a donation.** TDU is doing everything possible to get out information on the contract, but we operate on a shoestring budget. The phone bill, printing, and mailing costs are huge. We need your support, and you'll make it back with an improved contract.

4. **Organize to collect the ballots in one central location,** like at the union hall or outside the gates of terminals. Set up a truck or van and have everyone fill out their ballots then and there, drop them in one box and send them together to the address indicated. A number of locals are already preparing to do this. It is a positive step towards making sure the maximum number of members vote.

JOIN TDU

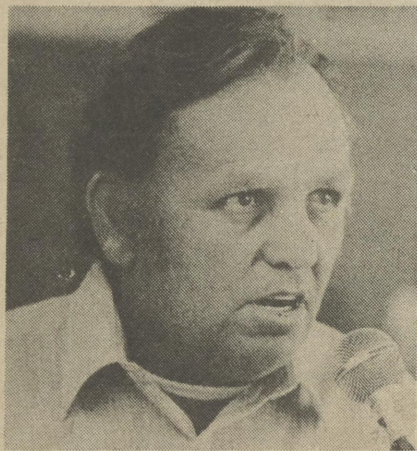


photo by Bob Gumpert

The reason I joined TDU was that our rights were being eroded real fast and our top leadership was real poor. Lots of times it seems the only opinion that counts around here is the International's. On the freight contract, the only information we got was from TDU. We have to get as many people as possible to join TDU, and then go out and fight for the right to vote for our International officials.

—Bill Brooke
Garrett Freightlines
Local 287, Fremont, California

TDU Membership Application

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone () _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

Yes! I'll Help Get a Decent Contract

☐ **YES**, I will join TDU to support the work you are doing to get a decent carhaul contract, and win the right to vote for all Teamsters. (Use coupon at left.)

☐ **YES**, I will help spread the word. Send me _____ copies of each special contract bulletin that you publish. (No charge for bulletins.)

☐ **YES**, I will donate to offset the many costs of keeping fellow carhaulers informed. Here's my donation of:

☐ \$50 ☐ \$25 ☐ \$10 ☐ \$5 ☐ Other _____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, MI 48210